



# Huron's Supplier Diversity Program

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# Huron Supplier Diversity Program

## Goal Statement:

Huron strongly recognizes the value of utilizing diverse suppliers and firmly believes that creating mutually beneficial business relationships with such suppliers strengthens the communities in which we operate. We support and encourage the growth and development of small and diverse businesses in our purchasing process by continuously striving to increase the use of the following qualifying enterprises:

- **Women-owned businesses** (defined as at least 51% owned by at least one woman)
- **Minority-owned businesses** (defined as at least 51% owned, operated, and controlled by a minimum of one U.S. citizen whose ethnic background is at least 25% Asian-Indian, Asian-Pacific, Black, Hispanic, or Native American)
- **Veteran-owned businesses** (defined as at least 51% owned and controlled by one or more service-disabled Veterans)
- **Disability-owned businesses** (defined as at least 51% owned, operated, controlled, and managed by a person with a disability)
- **LGBTQ-owned businesses** (defined as at least 51% owned, operated, managed, and controlled by a person or persons who identify as part of the LGBTQ community ((including transgender and non-binary/gender non-conforming individuals)) and are either U.S. citizens or lawful permanent residents)
- **Historically Underutilized Business Zone (HUBZone) businesses** (defined as a small business by SBA standards, owned and controlled at least 51% by U.S. citizens, or a Community Development Corporation, an agricultural cooperative, or a Native American tribe, with its principal office located within a "Historically Underutilized Business Zone," and having at least 35% of its employees residing in a HUBZone)

To accomplish this goal, Huron's Supplier Diversity Program seeks to provide opportunities to diverse suppliers that satisfy our business needs as well as our procurement and contractual requirements. Suppliers are evaluated on several criteria, including cost, quality, customer service, delivery, and other compliance requirements.

The goods and services Huron purchases from suppliers include, but are not limited to:

- Facilities (maintenance, repair, cleaning, supplies)
- Professional services (contingent workforce, legal, accounting)
- Marketing (promotional services, events, catering)
- Information Technology (hardware, software)

## Procedures

As part of our program, Huron will encourage its operating industries and corporate departments to explore opportunities to identify diverse suppliers to compete for business and from whom to obtain goods and services whenever possible. In addition, a list of qualified diverse suppliers will be created and maintained and continuously expanded to promote and increase awareness of diverse suppliers. Huron will also monitor and measure the effectiveness of its supplier diversity efforts and create yearly initiatives to grow Huron's use of diverse suppliers.

In performing the above steps, Huron's objectives include:

- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services.
- Enhancing the inclusion of diverse suppliers as part of our strategic sourcing and procurement process.
- Leveraging our supplier diversity efforts to meet our clients' supplier diversity requirements, as well as align to Huron's values.

For more information on Huron's supplier diversity program, please contact Rebecca Heckel (Procure to Pay / Vendor Management) at [rheckel@hcg.com](mailto:rheckel@hcg.com).

